

Directive



State of California

JOB TRAINING PARTNERSHIP ACT

Number: D99-8

Date: December 13, 1999
69:36:cg:3267

TO: SERVICE DELIVERY AREA ADMINISTRATORS
PRIVATE INDUSTRY COUNCIL CHAIRPERSONS
JTPD PROGRAM OPERATORS
EDD JOB SERVICE OFFICE MANAGERS
JTPD STAFF

SUBJECT: TITLE II PERFORMANCE STANDARDS FOR PY 1999/2000

EXECUTIVE SUMMARY:

Purpose:

This directive provides Title II performance standards data and instructions for Program Year (PY) 99/00.

Scope:

The performance standards requirements contained in this directive are applicable to the Title II-A 77 percent adult, the Title II-C 82 percent youth, and Section 204(d) older worker programs.

Effective Date:

This directive is effective July 1, 1999.

REFERENCES:

- Job Training Partnership Act (JTPA) Section 106
- Title 20 Code of Federal Regulations, Sections 626-629, Final Rule
- Department of Labor (DOL) Training and Employment Information Notice (TEIN) 25-98, Subject: Guide to JTPA Performance Standards for Program Years 1998 and 1999 (May 3, 1999)
- DOL Training and Employment Guidance Letter (TEGL) 12-97, Change 6, Subject: JTPA Economic Data for Use in Performance Standards Models and Worksheets (August 9, 1999)
- DOL TEGL 12-97, Change 3, Subject: JTPA Title II and Title III Performance Standards for PYs 1998 and 1999 (September 17, 1998)
- DOL TEGL 12-97, Change 2, Subject: JTPA Title II and Title III Performance Standards for PYs 1998 and 1999 (August 5, 1998)
- DOL TEGL 12-97, Change 1, Subject: JTPA Title II and Title III Performance Standards for PYs 1998 and 1999 (July 7, 1998)

- DOL TEGL 12-97, Subject: JTPA Title II and Title III Performance Standards for PYs 1998 and 1999 (June 30, 1998)
- JTPA Directive D97-13, Funds Utilization for Title II Funds (January 22, 1998)

STATE-IMPOSED REQUIREMENTS:

This directive contains some State-imposed requirements. These requirements are indicated by ***bold, italic*** type.

FILING INSTRUCTIONS:

This directive supersedes JTPA Directive D98-13, dated February 8, 1999, and finalizes Draft Directive DD-24 issued for comment on November 9, 1999. Retain this directive until further notice.

BACKGROUND:

Section 106 of the JTPA requires that the Secretary of Labor prescribe performance standards for adult and youth training programs under Title II. The Secretary has provided multiple regression models for use by the governors of each state to accomplish this provision. In addition, Section 106(d) further provides that each governor shall prescribe, within parameters established by the Secretary, (1) variations in the performance standards based upon specific economic, geographic, and demographic factors in each Service Delivery Area (SDA); (2) the characteristics of the population to be served; (3) the demonstrated difficulties in serving the population; and (4) the type of service to be provided. If an SDA fails to meet its performance standards for two consecutive program years, the Governor is required to impose a reorganization plan.

POLICY AND PROCEDURES:

The SDA standards for Title II-A 77 percent and Title II-C 82 percent programs are set by using the Secretary's multiple regression models. Regression models account for local factors, which affect performance such as participant characteristics, program mix, and unemployment rate.

Terminees who receive only objective assessment services and/or supportive services are excluded from the calculations of performance measures.

I. MEASURES

For PY 99/00, the Secretary used the same eleven Title II measures used in PY 98/99. For PY 99/00, the Governor elected to use only five core measures. These are:

- A. Adult Follow-Up Employment Rate—the total number of adult respondents who were employed, for at least 20 hours per week, during the 13th full calendar

week after termination, divided by the total number of adult respondents (i.e., terminees who completed follow-up interviews).

- B. Adult Follow-Up Weekly Earnings—the total weekly earnings for all adult respondents employed, for at least 20 hours per week, during the 13th full calendar week after termination, divided by the total number of adult respondents employed, for at least 20 hours per week, at the time of follow-up.
- C. Adult Welfare Follow-Up Employment Rate—the total number of adult welfare respondents who were employed, for at least 20 hours per week, during the 13th full calendar week after termination, divided by the total number of adult welfare respondents (i.e., terminees who completed follow-up interviews).
- D. Adult Welfare Follow-Up Earnings—the total weekly earnings for all welfare respondents employed, for at least 20 hours per week, during the 13th full calendar week after termination, divided by the total number of welfare respondents employed, for at least 20 hours per week, at the time of follow-up.
- E. Youth Positive Termination Rate—the total number of youth who had a positive termination (either entered employment of at least 20 hours per week or met one of the employability enhancement definitions) divided by the total number of youth who terminated.

For performance standards purposes, the definition of employment of 20 or more hours per week is to be understood as a condition of employment.

II. MEASURES NOT SELECTED

The six optional measures not selected for Title II are Adult Entered Employment Rate; Welfare Entered Employment Rate; Adult Wage at Placement; Adult Follow-Up Weeks Worked; Youth Employability Enhancement Rate; and Youth Entered Employment Rate. In addition, there are two Older Workers performance measures which are calculated on a statewide basis: Older Workers Entered Employment and Older Workers Average Hourly Wage at Placement. Although performance will be tracked and reported, no incentives or sanctions will be applied to any of the non-core measures.

III. COST MEASURES

The Secretary prohibits using cost measures for incentives and sanctions purposes. Worksheets for these two measures, the Adult Cost per Entered Employment Rate and Youth Cost per Positive Termination rate, are included in this directive for informational purposes only.

IV. PERFORMANCE LEVELS

Two levels of performance have been established for PY 99/00. These criteria apply only to the five core measures selected for incentives and sanctions purposes.

Exceeds Standards—an SDA's performance equals or exceeds standards when four or more core standards are met.

Fails Standards—an SDA's performance equals or is less than three of the five core standards.

V. INCENTIVE AWARDS

Due to the closing of JTPA, incentive awards will not be available for Title II performance in PY 99/00. Incentive awards have always been funded with subsequent Year of Allocation (YOA) funds, e.g., in PY 97/98, incentive awards were funded out of PY 98/99 funds. This practice was established with SDA input to maximize the useful life of the incentive funds. Since JTPA will cease to exist as of June 30, 2000, there will be no funds available for incentive awards in PY 99/00.

The SDAs are still required to ensure that at least 65 percent of the Title II-A 77 percent participants and 65 percent of the Title II-C 82 percent participants (in-school and out-of-school combined) receiving services beyond objective assessment are hard-to-serve. The definition of hard-to-serve is drawn from Sections 203(b), 263(b), and 263(d) of the JTPA. Participants in school-wide projects under Section 263(g) of the JTPA and Title II 5 percent incentive funded projects are included in the 65 percent calculations.

VI. POSTPROGRAM FOLLOW-UP

Four of the five Title II core measures in PY 99/00 are adult follow-up standards. Therefore, postprogram follow-up reporting and data collections are of vital importance to the State and SDAs. The SDAs are required to submit at least 85 percent of their terminees each month for postprogram follow-up.

VII. SETTING STANDARDS

A. REGRESSION MODEL WORKSHEETS

Regression model worksheets and instructions for the calculations of performance standards for this program year are contained in *Attachments 1, 2, and 3*. These worksheets were issued by DOL in TEGL 12-97, Change 3 (September 17, 1998). The worksheets were generated using a statistical technique called multiple regression analysis. This method estimates the factor weights presented on the worksheets. The weights represent the simultaneous

influences of various participant characteristics and local economic conditions on SDA program performance.

Attachment 6 provides the Standard Program Information Report (SPIR) equivalent of the worksheet local factors.

B. DATABASE

For initial planning, local factor values for terminee characteristics in the performance standard worksheets (i.e., planned standards) should correspond to the values indicated in the Job Training Plan. However, when calculating performance standards during or at the end of a program year, local factor values are based on the participant characteristics reported quarterly to the State on the JTPA 11, Participant Characteristics Summary (i.e., based on actual performance).

Local economic data for PY 99/00 are provided in *Attachment 4*. These data are based upon the latest available information prepared by the Employment Development Department Labor Market Information Division and/or DOL. The SDAs are responsible for updating their own economic data.

C. EXTREME VALUES

Although the regression models produce meaningful performance standards for most SDAs, under some circumstances, the results are unacceptably extreme. Each year, the Secretary publishes tables of extreme values for model-adjusted standards and for local factors. Extreme values are listed in *Attachment 5—Tables I, II, and III*.

Extreme local factor values may indicate the need for adjustments beyond the model. ***The JTPD staff will unilaterally adjust any model-adjusted standards with extreme values (unless the adjustment will have no effect on whether or not the SDA exceeds the standard). Adjustments using a tolerance range will not be considered.***

D. ADJUSTMENTS BEYOND THE MODEL

The regression models do not necessarily take into account every factor that may affect performance. Furthermore, weights applied to local factors in the models are based on national performance levels, and this may not reflect California's experience. Therefore, requests for adjustments to performance standards are encouraged whenever local circumstances make such adjustments appropriate. Adjustments are applied to core measures only. Please refer to JTPA Directive D95-10, Adjustments of SDA Performance Standards (August 17, 1995), for additional information on adjustments.

Since there is no bonus award for the extent to which a standard is exceeded, the State will not adjust standards already being exceeded.

VIII. CALCULATION

A. DATA

Actual performance will be calculated on the basis of termination data contained in the fourth-quarter SDA reports due July 25 (or revised SDA fourth-quarter reports due August 20) and on follow-up data for JTPA terminees from April 1 through March 31 (the fourth quarter of the prior program through the third quarter of the actual program year.) The core standards for Title II adults, which are all postprogram follow-up measures, will be calculated using the data derived from the University of California at Berkeley postprogram follow-up interviews.

Both the Title II-A and Title II-C performance outcomes will be judged on the basis of their 77 percent and 82 percent terminees, respectively. If an SDA elects to combine incentive funds with either adult and/or youth program funds (as approved in the two-year plan), the 5 percent incentive funds and participants will lose their 5 percent fund identity.

B. WELFARE MEASURES

For performance standards purposes, participants are considered as welfare recipients only if they are listed on the welfare grant. Welfare recipients include individuals receiving Temporary Assistance to Needy Families (TANF), Aid to Families with Dependent Children (AFDC), General Assistance (GA), or Refugee Cash Assistance (RCA) as collected or confirmed at eligibility determination. Supplemental Security Income/State Supplemental Payment recipients are not counted as welfare recipients for performance standards purposes.

The State will continue to use Method II, the ratio method, to calculate standards on the welfare measures. The PY 99/00 ratios are as follows:

Welfare Follow-Up Employment Rate	=	0.91
Welfare Follow-Up Weekly Earnings Ratio	=	0.93
Adult Welfare Entered Employment Rate	=	0.96

These ratios are issued by DOL and have been preprinted in the appropriate spaces on the worksheets incorporated in *Attachments 1* and *2*.

C. VARIANCE

Variance is the degree by which a standard is exceeded, met, or failed.

For the Title II rate measures (entered employment, positive termination, employability enhancement rates, and weeks worked), the variance will be the difference between the standard and the actual performance.

For the Title II earnings measures (weekly earnings and wages at placement), the variance will be calculated by dividing the standard into the difference between the standard and the actual performance.

EXAMPLES

Follow-Up Employment Rate Performance	73.50%
Follow-Up Employment Rate Standard	<u>-65.50%</u>
Difference	+ 8.00%
Variance (equal to the difference)	8.00%
Follow-Up Weekly Earnings Performance	\$244.10
Follow-Up Weekly Earnings Standard	<u>-234.10</u>
Difference	+ 10.00
Variance	$(\$10.00 / \$234.10) \times 100 = 4.27\%$

ACTION:

It is the SDA's responsibility to establish, maintain, and exercise ongoing controls to ensure compliance with these requirements.

INQUIRIES:

Please direct comments to Betty Lai, Data Analysis Unit, at (916) 653-1516.

/S/ BILL BURKE
Assistant Deputy Director

Attachments

**WORKSHEETS FOR CALCULATING
TITLE II CORE PERFORMANCE STANDARDS
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)**

Follow-Up Employment Rate (Adult)

Follow-Up Weekly Earnings (Adult)

Welfare Follow-Up Employment Rate (Adult)

Welfare Follow-Up Weekly Earnings (Adult)

Positive Termination Rate (Youth)

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Follow-Up Employment Rate (Adult)

A. Service Delivery Area's Name:			B. SDA Number:			
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Follow-Up Employment Rate (Adult)		
F. Local Factors		G. SDA Factor Values	H. National Average	I. Difference (G – H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female			71.3		-0.050	
2. % Age 55 or more			1.9		-0.130	
3. % Not a high school graduate			17.8		-0.066	
4. % Post-high school (including college)			26.1		0.008	
4. % Dropout under age 30			8.1		-0.015	
5. % All minority			39.7		-0.013	
6. % Minority male			11.6		-0.026	
7. % Cash welfare recipient			40.9		-0.031	
8. % Long-term TANF recipient			15.3		-0.018	
9. % SSI recipient			3.3		-0.133	
10. % Basic skills deficient			47.0		-0.037	
11. % Individual with a disability			8.1		-0.096	
12. % Lacks significant work history			32.4		-0.055	
13. % Homeless			1.7		-0.043	
14. % Vietnam-era veteran			2.2		-0.081	
15. % Not in the labor force			32.2		-0.108	
16. % Unemployed 15 or more weeks			31.9		-0.073	
17. % UI claimant or exhaustee			13.2		0.022	
18. Unemployment rate			5.7		-0.608	
19. Three-year growth in Earnings in trade			0.0		0.245	
20. Annual earnings in retail and wholesale trade			17.3		-0.539	
21. % of families with income below poverty level			10.6		-0.211	
		L. Total				
		M. National Departure Point				60.00
		N. Model-Adjusted Performance Level (L+M)				
		O. Governor's Adjustment				
		P. SDA Performance Standard				

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Follow-Up Weekly Earnings (Adult)

A. Service Delivery Area's Name:			B. SDA Number:			
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Follow-Up Weekly Earnings (Adult)		
F. Local Factors		G. SDA Factor Values	H. National Average	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female			71.3		-0.683	
2. % Age 55 or more			1.9		-0.610	
3. % Not a high school graduate			17.8		-0.145	
4. % Post-high school (including college)			26.1		0.334	
5. % Dropout under age 30			8.1		-0.088	
6. % Black (not Hispanic)			26.4		-0.177	
7. % Other minority			13.2		-0.065	
8. % Minority male			11.6		-0.306	
9. % Cash welfare recipient			40.9		-0.072	
10. % Long-term TANF recipient			15.3		-0.086	
11. % SSI recipient			3.3		-0.265	
12. % Basic skills deficient			47.0		-0.286	
13. % Individual with a disability			8.1		-0.315	
14. % Limited English-language proficiency			3.1		-0.251	
15. % Lacks significant work history			32.4		-0.098	
16. % Homeless			1.7		-0.136	
17. % Not in the labor force			32.2		-0.044	
18. % Unemployed 15 or more weeks			31.9		-0.076	
19. % UI claimant or exhaustee			13.2		0.081	
20. Preprogram wage			3.3		10.132	
21. % No preprogram wage			47.1		0.649	
22. Unemployment rate			5.7		-1.716	
23. Annual earnings in retail and wholesale trade			17.3		2.790	
24. % Employed in manufacturing, agriculture, and mining			20.3		0.580	
25. % of families with income below poverty level			10.6		-0.984	
		L. Total				
		M. National Departure Point				\$289.00
		N. Model-Adjusted Performance Level (L+M)				
		O. Governor's Adjustment				
		P. SDA Performance Standard				

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Welfare Follow-Up Employment Rate (Adult)

A. Service Delivery Area's Name:		B. SDA Number:
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated	E. Performance Measure: Welfare Follow-Up Employment Rate (Adult)

- | | |
|---|-------------|
| 1. Model-Adjusted Performance Level for the Follow-Up Employment Rate (Adult) | _____ |
| 2. State Welfare Follow-Up Employment Rate Ratio | <u>0.91</u> |
| 3. Welfare Follow-Up Employment Rate | _____ |
| N. Model-Adjusted Performance Level | _____ |
| O. Governor's Adjustment | _____ |
| P. SDA Performance Standard | _____ |

Welfare Follow-Up Weekly Earnings (Adult)

A. Service Delivery Area's Name:		B. SDA Number:
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated	E. Performance Measure: Welfare Follow-Up Weekly Earnings (Adult)

- | | |
|---|-------------|
| 1. Model-Adjusted Performance Level for the Follow-Up Weekly Earnings (Adult) | _____ |
| 2. State Welfare Follow-Up Weekly Earnings Ratio | <u>0.93</u> |
| 3. Welfare Follow-Up Earnings Ratio | _____ |
| N. Model-Adjusted Performance Level | _____ |
| O. Governor's Adjustment | _____ |
| P. SDA Performance Standard | _____ |

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Positive Termination Rate (Youth)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00	D. Type of Standard: [] Plan [] Recalculated		E. Performance Measure: Positive Termination Rate (Youth)		
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Age 14 to 15		8.9		-0.037	
2. % Student (high school or less)		34.8		0.052	
3. % School dropout (high school or less)		32.4		-0.014	
4. % Post-high school (including college)		6.4		0.026	
5. % All minority		48.6		-0.003	
6. % Cash welfare recipient		31.5		-0.039	
7. % Welfare-to-Work program participant		8.1		-0.030	
8. % Youth parent		31.8		-0.019	
9. % Basic skills deficient		60.7		-0.021	
10. % Lacks significant work history		61.4		-0.018	
11. % Offender		11.6		-0.029	
12. % Homeless		1.7		-0.026	
13. % Not in the labor force		56.3		-0.014	
14. % Unemployed 15 or more weeks		18.4		-0.042	
15. Unemployment rate		5.7		-0.255	
Three-year growth in earnings in trade		0.0		0.150	
16. % Employed in manufacturing, agriculture, and mining		20.3		-0.114	
17. Employee/resident worker ratio		97.2		-0.049	
L. Total					
M. National Departure Point					72.00
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

**WORKSHEETS FOR CALCULATING
TITLE II NONCORE PERFORMANCE STANDARDS
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)**

TRACKED BY THE JOB TRAINING PARTNERSHIP DIVISION (JTPD):

Entered Employment Rate (Adult)

Welfare Entered Employment Rate (Adult)

Wage at Placement (Adult)

Follow-Up Weeks Worked (Adult)

Employability Enhancement Rate (Youth)

Entered Employment Rate (Youth)

Entered Employment Rate (Older Workers)

Average Wage at Placement (Older Workers)

NOT TRACKED BY JTPD:

Cost per Entered Employment (Adult)

Cost per Positive Termination (Youth)

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Entered Employment Rate (Adult)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Entered Employment Rate (Adult)	
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		71.3		-0.049	
2. % Age 55 or more		1.9		-0.086	
3. % Not a high school graduate		17.8		-0.045	
4. % Post-high school (including college)		26.1		0.005	
5. % Dropout under age 30		8.1		-0.015	
6. % All minority		39.7		-0.007	
7. % Minority male		11.6		-0.008	
8. % Cash welfare recipient		40.9		-0.017	
9. % Long-term TANF recipient		15.3		-0.006	
10. % SSI recipient		3.3		-0.095	
11. % Basic skills deficient		47.0		-0.018	
12. % Individual with a disability		8.1		-0.044	
13. % Lacks significant work history		32.4		-0.043	
14. % Homeless		1.7		-0.024	
15. % Vietnam-era veteran		2.2		-0.040	
16. % Not in the labor force		32.2		-0.077	
17. % Unemployed 15 or more weeks		31.9		-0.059	
18. % UI claimant or exhaustee		13.2		0.039	
19. Unemployment rate		5.7		-0.062	
20. Three-year growth in earnings in trade		0.0		0.066	
21. Annual earnings in retail and wholesale trade		17.3		-0.353	
22. % of families with income below poverty		10.6		-0.391	
L. Total					
M. National Departure Point			63.90		
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Welfare Entered Employment Rate (Adult)

A. Service Delivery Area's Name:		B. SDA Number:
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated	E. Performance Measure: Welfare Entered Employment Rate (Adult)

- | | |
|---|-------------------------|
| 1. Model-Adjusted Performance Level for the Follow-Up Employment Rate (Adult) | _____ |
| 2. State Welfare Follow-Up Employment Rate Ratio | _____ <u>0.96</u> _____ |
| 3. Welfare Follow-Up Employment Rate | _____ |
| N. Model-Adjusted Performance Level | _____ |
| O. Governor's Adjustment | _____ |
| P. SDA Performance Standard | _____ |

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Wage at Placement (Adult)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Wage at Placement (Adult)	
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		71.3		-0.0067	
2. % Age 55 or more		1.9		-0.0048	
3. % Not a high school graduate		17.8		-0.0043	
4. % Post-high school (including college)		26.1		0.0079	
5. % Black (not Hispanic)		26.4		-0.0049	
6. % Other minority		13.2		-0.0033	
7. % Minority male		11.6		-0.0027	
8. % Cash welfare recipient		40.9		-0.0020	
9. % Long-term TANF recipient		15.3		-0.0010	
10. % SSI recipient		3.3		-0.0021	
11. % Basic skills deficient		47.0		-0.0053	
12. % Individual with a disability		8.1		-0.0045	
13. % Limited English-language proficiency		3.1		-0.0053	
14. % Lacks significant work history		32.4		-0.0017	
15. % Homeless		1.7		-0.0025	
16. % UI claimant or exhaustee		13.2		0.0012	
17. Preprogram wage		3.3		0.2128	
18. % No preprogram wage		47.1		0.0129	
19. Annual earnings in retail and wholesale trade		17.3		0.1154	
20. % of families below poverty		10.6		-0.0345	
		L. Total			
		M. National Departure Point			
		\$7.45			
		N. Model-Adjusted Performance Level (L+M)			
		O. Governor's Adjustment			
		P. SDA Performance Standard			

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Follow-Up Weeks Worked (Adult)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Follow-Up Weeks Worked (Adult)		
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		71.3		-0.0043	
2. % Age 55 or more		1.9		-0.0135	
3. % Not a high school graduate		17.8		-0.0063	
4. % Post-high school (including college)		26.1		0.0025	
5. % Dropout under age 30		8.1		-0.0012	
6. % All minority		39.7		-0.0020	
7. % Minority male		11.6		-0.0035	
8. % Cash welfare recipient		40.9		-0.0040	
9. % Long-term TANF recipient		15.3		-0.0024	
10. % SSI recipient		3.3		-0.0158	
11. % Basic skills deficient		47.0		-0.0048	
12. % Individual with a disability		8.1		-0.0106	
13. % Lacks significant work history		32.4		-0.0071	
14. % Homeless		1.7		-0.0035	
15. % Vietnam-era veteran		2.2		-0.0071	
16. % Not in labor force		32.2		-0.0134	
17. % Unemployed 15 or more weeks		31.9		-0.0097	
18. % UI claimant or exhaustee		13.2		0.0027	
19. Unemployment rate		5.7		-0.0676	
20. Three-year growth rate of earnings in retail and wholesale trade		0.0		0.0176	
21. Annual earnings in retail and wholesale trade		17.3		-0.0525	
22. % of families with income below poverty		10.6		-0.0238	
L. Total					
M. National Departure Point					8.90
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Employability Enhancement Rate (Youth)

A. Service Delivery Area's Name:		B. SDA Number:			
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated	E. Performance Measure: Employability Enhancement Rate (Youth)			
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Age 14 to 15		8.9		0.116	
2. % Age 16 to 17		31.6		0.107	
3. % Student (high school or less)		34.8		0.174	
4. % Cash welfare recipient		31.5		-0.025	
5. % Welfare-to-Work program participant		8.1		-0.040	
6. % Youth parent		31.8		-0.032	
7. % Not in the labor force		56.3		0.079	
8. % Employed in manufacturing, agriculture, and mining		20.3		-0.272	
L. Total					
M. National Departure Point					40.00
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Entered Employment Rate (Youth)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Entered Employment Rate (Youth)		
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		61.2		-0.059	
2. % Age 14 to 15		8.9		-0.286	
3. % Age 16 to 17		31.6		-0.052	
4. % Student (high school or less)		34.8		-0.183	
5. % School dropout (high school or less)		32.4		-0.145	
6. % All minority		48.6		-0.039	
7. % Minority male		18.4		-0.027	
8. % Cash welfare recipient		31.5		-0.034	
9. % SSI recipient		3.7		-0.052	
10. % Basic skills deficient		60.7		-0.036	
11. % Lacks significant work history		61.4		-0.022	
12. % Offender		11.6		-0.036	
13. % Not in labor force		56.3		-0.097	
14. % Unemployed 15 or more weeks		18.4		-0.056	
15. Unemployment rate		5.7		-0.657	
16. % of families with income below poverty level		10.6		-0.376	
L. Total					
M. National Departure Point					45.00
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Entered Employment Rate (Section 204(d) Older Workers)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Entered Employment Rate (Section 204(d) Older Workers)		
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		69.4		-0.033	
2. % Age 62 to 64		12.5		-0.055	
3. % Age 65 plus		22.7		-0.086	
4. % Cash welfare recipient		9.0		-0.086	
5. % Individual with a disability		10.3		-0.116	
6. % Lacks significant work history		23.4		-0.080	
7. % Not in labor force		26.1		-0.057	
8. % Unemployed 15 or more weeks		41.5		-0.031	
9. % UI claimant or exhaustee		20.3		0.051	
10. Annual earnings in retail and wholesale trade		17.3		-0.763	
11. % Employed in manufacturing, agriculture, and mining		20.3		-0.469	
L. Total					
M. National Departure Point					56.00
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Average Wage at Placement (Section 204(d) Older Workers)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Average Wage at Placement (Section 204(d) Older Workers)	
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		69.4		-0.0088	
2. % Age 62 to 64		12.5		-0.0029	
3. % Age 65 plus		22.7		-0.0058	
4. % Not a high school graduate		21.1		-0.0031	
5. % Post-high school (including college)		32.0		0.0075	
6. % Minority male		9.3		-0.0056	
7. % Cash welfare recipient		9.0		-0.0030	
8. % Basic skills deficient		48.9		-0.0049	
9. % Limited English-language proficiency		4.2		-0.0028	
10. % UI claimant or exhaustee		20.3		0.0064	
11. Preprogram wage		3.2		0.2085	
12. % No preprogram wage		53.6		0.0055	
13. Annual earnings in retail and wholesale trade		17.3		0.1362	
14. % of families with income below poverty level		10.6		-0.0737	
L. Total					
M. National Departure Point					\$6.10
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Cost Per Entered Employment (Adult)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00		D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Cost Per Entered Employment (Adult)	
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G – H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Female		71.3		10.0	
2. % Dropout under age 30		8.1		2.2	
3. % Long-term TANF recipient		15.3		7.5	
4. % Homeless		1.7		77.4	
5. % Vietnam-era veterans		2.2		57.1	
6. % Not in the labor force		32.2		6.5	
7. % Unemployed 15 or more weeks		31.9		0.3	
8. Unemployment rate		5.7		132.7	
9. Three-year growth in earnings in trade		0.0		-11.4	
10. Annual earnings in retail and wholesale trade		17.3		116.1	
11. % of families with income below poverty		10.6		23.7	
L. Total					
M. National Departure Point					
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

JTPA PERFORMANCE STANDARDS WORKSHEET
PY 99/00
Cost Per Positive Termination (Youth)

A. Service Delivery Area's Name:			B. SDA Number:		
C. Performance Period: PY 99/00	D. Type of Standard: <input type="checkbox"/> Plan <input type="checkbox"/> Recalculated		E. Performance Measure: Cost per Positive Termination (Youth)		
F. Local Factors	G. SDA Factor Values	H. National Averages	I. Difference (G - H)	J. Weights	K. Effect of Local Factors on Performance (I * J)
1. % Age 14 to 15		8.9		-19.6	
2. % Post-high school (including college)		6.4		-10.1	
3. % Youth parent		31.8		9.8	
4. % Not in labor force		56.3		3.4	
5. % Unemployed 15 weeks or more		18.4		4.5	
6. Annual earnings in retail and wholesale trade		0.0		35.7	
7. Unemployment rate		5.7		62.4	
L. Total					
M. National Departure Point					
N. Model-Adjusted Performance Level (L+M)					
O. Governor's Adjustment					
P. SDA Performance Standard					

**GENERAL INSTRUCTIONS FOR COMPLETING
JOB TRAINING PARTNERSHIP ACT (JTPA)
PERFORMANCE STANDARDS WORKSHEETS
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)**

GENERAL INSTRUCTIONS FOR COMPLETING JTPA TITLE II PERFORMANCE STANDARDS WORKSHEETS FOR PY 99/00

The following provides general instructions for completing the JTPA Performance Standards Worksheets including the sources of data and computation methods for the items on the worksheets.

A. Service Delivery Area (SDA) Name

Enter the SDA name.

B. SDA Number

Enter the JTPA number assigned by the Governor to the SDA.

C. Performance Period

The performance period is preprinted.

D. Type of Standard

Enter a check in the box next to the appropriate response (i.e., whether the standard is based on the SDA plan or is recalculated based on actual service levels).

E. Performance Measure

The name of the appropriate performance measure for which the SDA Performance Standard is being established is preprinted.

F. Column F—Local Factors

The Local Factors determined by the Secretary to have a measurable influence on SDA expected performance levels for each of the performance measures are preprinted.

G. Column G—SDA Factor Values

Enter the SDA values for each Local Factor listed in Column F. When the worksheets are used for planning purposes, these SDA Factor Values should reflect the characteristics of the participants expected to terminate during the program year. These planning values should be obtained from the SDA. When the worksheets are used to calculate final standards, actual terminnee characteristics should be substituted for the planned Factor Values.

The characteristics of the terminees must be expressed as a percent of the total number of participants who terminate during the program year and received more than objective assessment only (adult terminees for adult models, youth terminees for the youth models). The SDA local economic data are provided in *Attachment 4*. The regression models were developed using PY 96/97 Standardized Program Information Report (SPIR) data.

H. Column H—National Averages

The national mean data for the Local Factors shown in Column F are preprinted. These represent the characteristics for JTPA participants who terminated during PY 96/97. They do not necessarily represent a desired mix of participants.

I. Column I—Difference

Subtract Column H from Column G for each local factor listed in Column F and enter the result in Column I.

J. Column J—Weights

The appropriate weight for each local factor listed in Column F is preprinted. These Weights indicated the estimated effect of each characteristic on the performance measure in question.

K. Column K—Effect of Local Factors on Performance Expectations

Multiply Column I by Column J for each local factor listed in Column F and enter the result in Column K.

L. Block L—Total

Obtain the total of items listed in Column K by adding the positive items and subtracting the negative items. This represents the net effect of local factors on performance.

M. Block M—National Departure Point

The National Departure Point for each performance measure is preprinted for all measures. The departure points have been set at the 25th percentile for the entered employment measures and at the 35th percentile for earnings measures.

N. Block N—Model-Adjusted Performance Level

Add Block L to Block M and enter the result in Block N. This figure represents the Model-Adjusted Performance Level.

O. Block O—Governor's Adjustment

The Governor may adjust the Model-Adjusted Performance Level to account for additional circumstances to include a productivity improvement factor or to allow for statistical imprecision.

Although the adjustment models produce meaningful performance standards for a large majority of SDAs, under some circumstances, the results may be unacceptably extreme. The Governor will examine individual performance expectations for the SDAs with extreme values that are considered extreme for Title II—Adults, Welfare Adults, and Youth and are provided in *Attachment 5—Tables I, II, and III*.

Combine the adjustments allowed by the Governor and enter in Block O the total positive or negative adjustments. If no adjustment is determined to be appropriate, enter a zero in Block O. Generally, the Governor's Adjustment applied at the

beginning of the year for planning purposes should also be applied at the end of the year to determine actual standards. However, it should be recalculated based on actual data if possible. Further, additional adjustments may be made for circumstances that vary from the beginning to the end of the year due to unanticipated circumstances that occurred during the year.

P. Block P—SDA Performance Standard

Combine Block O with Block N and enter the result in Block P.

NOTE: The user is reminded that National Averages and Weights (preprinted in Columns H and J) and the National Departure Points in Block M must not be changed when calculating the expected performance level to preserve the integrity of the modeling approach. Furthermore, all Local Factors must be included when computing the Model-Adjusted Performance Level.

**GENERAL INSTRUCTIONS FOR COMPLETING THE JTPA
WELFARE FOLLOW-UP WORKSHEETS (ADULT)
FOR PY 99/00**

Adult uses the ratio of the average performance outcome for all adult welfare recipients in the State to the average outcome for all adults in the State. This method is used for the two core measures: Welfare Follow-Up Employment Rate and Welfare Follow-Up Weekly Earnings, as well as the noncore Welfare Entered Employment Rate measure.

A. Blocks A through E

Complete according to the instructions provided for the JTPA Performance Standards Worksheets for the other measure.

B. Line 1—Model-Adjusted Performance Level

Transfer the figure in Block N (Model-Adjusted Performance Level) from the appropriate completed worksheet.

C. Line 2—State Ratio

The ratio is preprinted.

D. Line 3—Welfare Rate

Multiply Line 1 by Line 2 and enter the result in Line 3.

E. Block (Line) N—Model Adjusted Performance Level

Transfer the figure shown on Line 3 above to Block N.

F. Blocks (Lines) O through P

Complete according to the worksheets for the other measures.

TITLE II NONCORE PERFORMANCE MEASURES FOR PY 99/00

These models are provided to assist the SDAs in managing their programs and were developed using the same criteria that were used to develop the adjustment models for the core standards for PY 99/00. The JTPD will track noncore outcomes and will provide reports to SDAs on their performance on these noncore measures.

The establishment of appropriate departure points for noncore outcomes is the responsibility of the Governor. The departure points for the noncore measures have been set at the 25th percentile, except for earnings/wage measures, which were set at the 35th percentile.

Performance ranges for the noncore outcomes are presented on the following page. The SDA administrators wishing to set more difficult departure points for noncore outcomes, for in-house purposes only, can do so by using the numbers from rows above the 25th (or 35th for earnings/wages measures). Conversely, easier standards can be set by using the numbers below the 25th (or 35th).

**PROGRAM YEAR 99/00 PERFORMANCE RANGES
ADULT AND YOUTH NONCORE OUTCOMES**

Percentile	Entered Employment Rate	Welfare Entered Employment	Follow- Up Weeks Worked	Adult Wage at Placement	Cost Per Entered Employment	Cost Per Positive Termination
95 th	86.5	85.6	11.3	8.95	2,797	727
90 th	83.0	81.4	10.9	8.61	3,738	973
85 th	80.3	78.8	10.7	8.43	4,241	1,191
80 th	78.3	76.1	10.4	8.28	4,581	1,396
75 th	77.1	74.0	10.3	8.17	4,876	1,548
70 th	75.5	72.4	10.2	8.03	5,152	1,728
65 th	74.4	71.3	10.0	7.93	5,511	1,846
60 th	73.6	69.6	9.9	7.86	5,737	1,962
55 th	72.2	67.6	9.8	7.76	5,919	2,135
50 th	71.0	65.9	9.7	7.69	6,220	2,291
45 th	69.8	64.7	9.5	7.61	6,492	2,446
40 th	68.6	63.3	9.4	7.54	6,714	2,587
35 th	66.8	61.6	9.3	7.45	7,025	2,716
30 th	65.8	59.6	9.1	7.36	7,191	2,942
25 th	63.9	57.2	8.9	7.28	7,378	3,114
20 th	62.3	55.1	8.8	7.19	7,683	3,317
15 th	59.2	53.2	8.6	7.10	8,035	3,775
10 th	55.1	49.4	8.4	6.97	8,540	4,219
5 th	49.1	42.9	8.1	6.78	9,274	5,194

Source: Guide to JTPA Performance Standards for PYs 1998 and 1999.

**ECONOMIC PLANNING DATA FOR
PERFORMANCE STANDARDS
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)**

ECONOMIC PLANNING DATA FOR PY 99/00

SDA	Population Density (1,000s/sq.mi.)	Percent Family Income Below Poverty Level	Employee/ Resident Worker Ratio	Three-Year Growth Rate in Earnings in Retail/Wholesale
	(LMID: CY 98)	(LMID: CY 98)	(DOL: CY 90)	(DOL: CY 94-97)
Alameda County	1.48	4.9	99.6	3.9
Anaheim	6.80	7.4	100.2	2.6
Butte	0.12	12.2	97.7	-9.0
Carson/Lomita/Torrance	2.37	11.6	105.6	-0.7
Contra Costa	1.17	4.6	83.0	2.4
Foothill	2.37	11.6	105.6	-0.7
Fresno	0.13	16.8	102.5	-0.7
Golden Sierra	0.08	5.6	80.3	3.9
Humboldt	0.04	12.8	101.4	-12.4
Imperial	0.03	20.8	100.7	-0.8
Kern/Inyo/Mono	0.03	13.4	102.2	0.9
Kings	0.09	15.0	99.2	-3.9
Long Beach	2.37	11.6	105.6	-0.7
Los Angeles City	7.00	14.9	105.6	-0.7
Los Angeles County	2.37	11.6	105.6	-0.7
Madera	0.05	13.1	86.9	7.6
Marin	0.47	3.0	84.1	6.4
Mendocino	0.02	11.0	99.4	-9.1
Merced	0.11	15.4	94.1	-10.3
Monterey	0.12	8.5	98.7	0.0
Mother Lode	0.03	7.3	89.5	-4.1
Napa	0.16	4.6	93.2	0.9
NoRTEC	0.01	11.9	96.6	4.1
NCC	0.05	13.3	94.2	-4.1
NOVA	4.79	2.9	108.2	11.5
Oakland	7.00	16.7	99.6	3.9
Orange	2.94	4.1	100.2	2.6
Richmond	3.12	13.5	83.0	2.4
Riverside	0.20	8.4	84.4	2.5
Sacramento	1.20	9.8	104.4	2.3
San Benito	0.03	7.3	77.4	4.7
San Bernardino City	3.32	19.5	83.9	-0.4
San Bernardino County	0.07	9.1	83.9	-0.4
San Diego	0.66	8.1	98.8	3.9
San Francisco	7.00	9.7	148.3	-4.8
San Joaquin	0.39	12.0	94.8	-1.9

ECONOMIC PLANNING DATA FOR PY 99/00

SDA	Population Density (1,000s/sq.mi.)	Percent Family Income Below Poverty Level	Employee/ Resident Worker Ratio	Three-Year Growth Rate in Earnings in Retail/Wholesale
	(LMID: CY 98)	(LMID: CY 98)	(DOL: CY 90)	(DOL: CY 94-97)
San Luis Obispo	0.07	6.8	98.4	1.2
San Mateo	1.59	4.3	92.3	4.2
Santa Ana	7.00	12.5	100.2	2.6
Santa Barbara	0.15	7.4	102.5	6.6
Santa Clara	1.04	5.7	108.2	11.5
Santa Cruz	0.56	6.2	89.1	2.3
SELACO	2.37	11.6	105.6	-0.7
Shasta	0.04	11.0	100.3	-6.5
Solano	0.46	6.0	76.2	-2.9
Sonoma	0.28	5.2	87.3	3.2
South Bay	2.37	11.6	105.6	-0.7
Stanislaus	0.29	11.4	93.7	1.3
Tulare	0.07	18.0	94.7	1.7
Ventura	0.40	5.0	83.5	0.1
Verdugo	2.37	11.6	105.6	-0.7
Yolo	0.15	9.8	107.4	1.4
State Total	0.21	9.3	100.0	1.8

ECONOMIC PLANNING DATA FOR PY 99/00

SDA	Avg. Annual Earnings in Retail/Wholesale Trade (1,000s)	PY 99/00 Unemployment Rate	Percent Employed in Mining, Manufacturing, and Agriculture
	(LMID: 1990 Census)	(LMID)	(LMID: 1990 Census)
Alameda County	29.9	3.1	16.3
Anaheim	22.9	3.3	20.6
Butte	16.4	7.5	11.7
Carson/Lomita/Torrance	25.3	6.4	17.2
Contra Costa	24.8	3.0	8.9
Foothill	25.3	6.4	17.2
Fresno	19.5	14.3	27.0
Golden Sierra	19.6	4.2	11.0
Humboldt	15.9	6.9	15.7
Imperial	17.8	25.1	35.6
Kern/Inyo/Mono	18.8	11.9	28.2
Kings	17.6	13.7	36.6
Long Beach	25.3	6.4	17.2
Los Angeles City	24.6	7.3	15.6
Los Angeles County	25.3	6.4	17.2
Madera	18.1	12.5	40.9
Marin	24.2	2.2	5.3
Mendocino	15.8	7.5	21.4
Merced	17.0	14.3	34.7
Monterey	20.2	10.4	27.2
Mother Lode	14.6	6.9	10.4
Napa	18.9	3.7	24.1
NoRTEC	15.0	9.4	16.5
NCC	16.5	12.7	24.9
NOVA	36.5	2.6	30.6
Oakland	25.7	6.3	11.7
Orange	30.2	2.4	17.6
Richmond	19.2	6.4	10.4
Riverside	19.0	6.3	16.7
Sacramento	20.9	4.6	6.9
San Benito	18.6	9.1	29.2
San Bernardino City	17.5	7.7	8.5
San Bernardino County	20.9	5.0	14.8
San Diego	21.4	3.4	12.6
San Francisco	27.9	3.4	6.4
San Joaquin	20.3	9.8	22.2

ECONOMIC PLANNING DATA FOR PY 99/00

SDA	Avg. Annual Earnings in Retail/Wholesale Trade (1,000s)	PY 99/00 Unemployment Rate	Percent Employed in Mining, Manufacturing, and Agriculture
	(LMID: 1990 Census)	(LMID)	(LMID: 1990 Census)
San Luis Obispo	15.9	3.8	13.8
San Mateo	31.1	2.3	11.6
Santa Ana	16.2	5.1	25.9
Santa Barbara	20.0	4.3	19.4
Santa Clara	31.1	3.8	26.8
Santa Cruz	20.0	7.0	24.7
SELACO	25.3	6.4	17.2
Shasta	17.0	8.2	9.5
Solano	19.2	5.1	11.4
Sonoma	21.4	3.0	18.4
South Bay	25.3	6.4	17.2
Stanislaus	19.0	11.6	27.5
Tulare	18.3	16.9	37.5
Ventura	21.6	5.3	20.7
Verdugo	25.3	6.4	17.2
Yolo	25.2	5.0	14.4
State Total	24.2	5.8	17.4

EXTREME VALUES
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)

TABLE I

**EXTREME MODEL-ADJUSTED PERFORMANCE
STANDARDS FOR TITLE II**

	<u>Extremely Low</u>	<u>Extremely High</u>
Adults		
Follow-up employment rate	< 42%	> 73%
Follow-up weekly earnings	< \$221	> \$348
Welfare Adults		
Follow-up employment rate	< 32%	> 69%
Follow-up weekly earnings	< \$193	> \$318
Youth		
Entered employment rate	< 22%	> 69%
Employability enhancement rate	< 17%	> 62%
Youth positive termination rate	< 65%	> 79%

TABLE II

EXTREME VALUES FOR LOCAL FACTORS:
TITLE II-A, ADULTS

	<u>Extremely Low</u>	<u>Extremely High</u>
% Female	< 44	> 93
% Age 55 or more	--	> 14
% Not a high school graduate	< 3	> 44
% Post-high school (including college)	< 6	> 59
% Dropout under age 30	--	> 23
% Black (not Hispanic)	--	> 91
% Other minority	--	> 93
% Minority male	--	> 41
% Cash welfare recipient	< 14	> 80
% Long-term TANF recipient	< 2	> 39
% SSI recipient	--	> 13
% Basic skills deficient	--	> 81
% Individual with a disability	--	> 31
% Limited English-language proficiency	--	> 28
% Lacking significant work history	< 2	> 79
% Offender (includes misdemeanors only)	< 1	> 41
% Homeless	--	> 13
% Vietnam-era veteran	--	> 8
% Not in labor force	--	> 83
% Unemployed 15 or more weeks	< 3	> 70
% UI claimant or exhaustee	< 1	> 41
Preprogram wage	--	> 7.07
% No preprogram wage	< 5	> 92
Unemployment rate	< 2	> 17
Three-year growth in earnings in trade	< -7	> 7
Annual earnings in retail and wholesale trade	< 12	> 29
% Employed in mining, manufacturing, and agriculture	< 5	> 45
% of families with income below poverty	< 2	> 34

TABLE III

**EXTREME VALUES FOR LOCAL FACTORS:
TITLE II-C, YOUTH**

	<u>Extremely Low</u>	<u>Extremely High</u>
% Female	< 37	> 89
% Age 14 to 15	--	> 50
% Age 16 to 17	--	> 67
% Student (high school or less)	--	> 83
% School dropout (high school or less)	< 2	> 83
% Post-high school (including college)	--	> 38
% Black (not Hispanic)	--	> 96
% Minority male	--	> 48
% Cash welfare recipient	< 8	> 64
% SSI recipient	--	> 15
% Welfare-to-work program recipient	--	> 44
% Youth parent	< 8	> 75
% Basic skills deficient	< 1	> 92
% Lacks significant work history	< 1	> 95
% Offender (includes misdemeanors only)	--	> 44
% Homeless	--	> 14
% Not in the labor force	< 5	> 96
% Unemployed 15 or more weeks	--	> 58
Unemployment rate	< 2	> 17
Three-year growth in earnings in trade	< -7	> 7
% Employed in mining, manufacturing, and agriculture	< 5	> 45
% of families with income below poverty	< 2	> 34
Employee/resident worker ratio (%)	< 63	> 177

**CALCULATION OF FACTORS ON
PERFORMANCE STANDARDS WORKSHEETS
PROGRAM YEAR (PY) 1999/2000
(July 1, 1999, through June 30, 2000)**

CALCULATION OF FACTORS ON PY 99/00 PERFORMANCE STANDARDS WORKSHEETS FROM SPIR DATA ITEMS

Worksheet Factor	SPIR Calculation	Explanation
Female	Item 6 = 2	Gender = female
Age categories	Based on Item 5 and Item 11	Calculate the age on the date of participation based on the date of birth
Full-time student (Title II-C) (An adult or youth who has not received a high school diploma or GED certificate and is attending school full-time)	Item 17 < 12 and Item 17a = 1 or 2 and Item 17b = 1 or 2	Highest grade completed less than 12 (not a high school graduate) and Attending school and Attending school full-time
Schoolwide project participant (Title II-C)	Full-time student (High School or less) and Item 17a = 2	Schoolwide project participant. These individuals are also counted as full-time students.
School dropout (Title II-C) (An adult or youth who is not attending school full-time and has not received a high school diploma or GED)	Item 17 < 12 and {Item 17a = 3 or Item 17b = 3}	Highest grade completed less than 12 (not a high school graduate) and {Not attending school or Attending school, but not full time}
Not a high school graduate	Item 17 < 12	Highest grade completed less than 12
Post-high school attendee (Title II)	Item 17 > 12 or {Item 17 = 12 and Item 17a = 1 or 2}	Completed at least one year of school beyond high school or {A high school graduate and Currently attending school}
Post-high school (not a college graduate) (Title III)	Item 17 > 12 and Item 17 < 16 or {Item 17 = 12 and Item 17a = 1 or 2}	Completed at least one year of school beyond high school, or {A high school graduate and Currently attending school}
College graduate and above	Item 17 \geq 16	Highest grade completed greater than or equal to 16 (bachelor's degree or equivalent)

Worksheet Factor	SPIR Calculation	Explanation
Dropout under age 30 (Title II-A)	Item 17 < 12 and < 30	Highest grade completed less than 12 and age less than 30
Black	Item 7 = 2	Ethnicity = Black (not Hispanic)
Other minority	Item 7 = 3, 4, or 5	Ethnicity = Hispanic, American Indian or Alaskan Native, or Asian or Pacific Islander
Minority male	Item 6 = 1 and Item 7 = 2, 3, 4, or 5	Gender = male and Ethnicity = Black, Hispanic, American Indian or Alaskan Native, or Asian or Pacific Islander
Cash welfare recipient	Item 14a = 1 or Item 14b = 1 or Item 14c = 1 or Item 14d = 1	TANF (or its replacement) recipient General Assistance recipient or Refugee Cash Assistance recipient or SSI recipient
Long-term TANF recipient	Item 26f = 1	Long-term TANF dependency
SSI recipient	Item 14d = 1	SSI recipient
Welfare recipient (TANF, GA, or RCA)	Item 14a = 1 or Item 14b = 1 or Item 14c = 1	TANF recipient or General Assistance recipient or Refugee Cash Assistance recipient
Welfare-to-Work program participant	Item 25 = 1	Welfare-to-Work program participant
Pregnant or parenting youth	Item 26g = 1	Pregnant or parenting youth
Basic skills deficient (reading or math skills at or below the 8 th grade level)	Item 23 < 9 or Item 24 < 9	Reading skills grade level less than 9 or Math skills grade level less than 9. Items 23 and 24 must first be converted to grade level equivalents.
Individual with disabilities	Item 8 = 1	Individual with a disability that is a substantial barrier to employment
Limited English-language proficiency	Item 26a = 1	Limited English-language proficiency
Lacking significant work history	Item 26e = 1	Lacks significant work history
Displaced homemaker	Item 26c = 1	Displaced homemaker

Worksheet Factor	SPIR Calculation	Explanation
Offender (including misdemeanors only)	Item 26b = 1 or 2	Offender, excluding and including misdemeanors only
Vietnam-era veteran	Item 18a = 1	Vietnam-era veteran
Homeless or runaway youth	Item 26d = 1 or 2 or 3	Homeless and a runaway youth, or homeless, but not a runaway youth, or not homeless, but a runaway youth
UI claimant	Item 21 = 1	UI claimant (not an exhaustee)
UI exhaustee	Item 21 = 2	UI exhaustee
UI claimant or exhaustee	Item 21 = 1, 2, 4, or 5	UI claimant or UI exhaustee
Unemployed 15 or more weeks	Item 19 = 2 and Item 20 \geq 15	Unemployed and Unemployed for at least 15 of the previous 26 weeks
Not in labor force	Item 19 = 3	Not in labor force
Average preprogram wage	Item 22	Preprogram wage. Average should include zeros for persons without a preprogram wage
No preprogram wage	Item 22 is missing or zero	
Average dislocation wage rate	Average dislocation wage rate	Wage of the job of dislocation. Average should include zeros for persons without a dislocation wage.
No dislocation wage	Item 22a is missing or zero	